



**FISCAL YEARS 2005-2006 ANNUAL FUNDING AGREEMENT
BETWEEN THE
UNITED STATES FISH AND WILDLIFE SERVICE
AND THE
CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD RESERVATION**

Section 1. Nature of Document, Parties

This is an annual funding agreement (AFA) between the United States Fish and Wildlife Service (FWS) and the Confederated Salish and Kootenai Tribes of the Flathead Reservation (CSKT). The FWS is an agency of the United States Department of the Interior, acting under delegation from the Secretary of the Interior (Secretary). The CSKT is a federally-recognized Indian Tribe represented by its Tribal Council, participating in the Tribal Self-Governance Program established by the Secretary under § 401, 25 U.S.C. § 458aa, of the Indian Self-Determination and Education Assistance Act, Pub. L. 93-638, as added by § 204 of the Tribal Self-Governance Act of 1994, Pub. L. 103-413.

Section 2. Purpose

A. *Fund and Perform Activities.* The purpose of this AFA is to establish the terms and conditions under which the FWS will fund and the CSKT will perform programs, services, functions, and activities, or portions thereof (Activities) at the National Bison Range Complex in Montana (NBRC). The Secretary, by a list published in the *Federal Register* at 67 F.R. 16431, 16434 (April 5, 2002) has identified some elements of programs at the NBRC as eligible for inclusion in an AFA.

B. *Recognize and Further Relationship and Significance.* This AFA recognizes and furthers:

1. *Government-to-Government Relationship.* The government-to-government relationship that exists between the Federal government and the recognized Indian Tribes of the United States generally, and the CSKT specifically; and

2. *Special Significance.* The special geographic, historical, and cultural significance to the CSKT of the National Bison Range Complex within the boundaries of the Flathead Reservation.



Section 3. Authority and Interpretation

A. *Authority.* This AFA is authorized by:

1. *Title IV of the Act.* Title IV of the Indian Self-Determination and Education Assistance Act, Pub. L. 93–638, as added by § 204 of the Tribal Self-Governance Act of 1994, Pub. L. 103–413, and particularly § 403(c) of the Act, 25 U.S.C. § 458cc(c), which concerns additional activities administered by the Secretary, and § 403(i)(1) of the Act, 25 U.S.C. § 458cc(i)(1), which, except as otherwise provided by law, requires the Secretary to interpret each Federal law and regulation in a manner that will facilitate the inclusion of programs, services, functions, and activities, or portions thereof, in an AFA, as well as overall implementation of an AFA; and

2. *Tribal-Self Governance Regulations.* The Department of the Interior regulations at 25 C.F.R. Part 1000—Annual Funding Agreements Under the Tribal Self-Government [(sic)] Act Amendments to the Indian Self-Determination and Education [sic] Act (Tribal Self-Governance Regulations).

B. *Federal and Tribal Laws and Regulations*

1. *Interpretation.* Except as provided in section 3.B.2 of this section of this AFA for compliance with Federal and Tribal laws and regulations, in section 17.C of this AFA for Tribal Administrative Procedures, and in section 17.D of this AFA for Indian preference, this AFA shall be interpreted solely under, and consistent with, Title IV of the Act, the Tribal Self-Governance Regulations, and other applicable Federal laws and regulations

2. *Compliance.* In conducting any Activity covered by this AFA, the CSKT will comply with all applicable Federal and Tribal laws and regulations. This provision is not intended to expand the applicability of any Federal or Tribal law or regulation. In case of any conflict between a Federal law or regulation and a Tribal law or regulation, the Federal provision will govern.

Section 4. Definitions

In this annual funding agreement, the following terms and their derivatives have the meanings specified in this section 4 of this AFA. As appropriate to the context in this AFA, the use of any defined or undefined term in the singular includes the plural, and vice versa.



Act, when capitalized, means the Indian Self-Determination and Education Assistance Act, Pub. L. 93–638, as amended by the Tribal Self-Governance Act of 1994, Pub. L. 103–413.

Activity, when capitalized, means a program, service, function, or activity, or portion thereof, at the NBRC, which the FWS agrees to fund and the CSKT agrees to perform under this AFA.

Activity Record means an accurate written record of CSKT’s performance of an Activity.

AFA means an annual funding agreement under Title IV of the Act. *This AFA* means this specific AFA between the FWS and the CSKT, including all recited attachments.

Affected Federal Employee means an FWS Employee who:

- A. Prior to the date of execution of this AFA was assigned to perform an Activity;
- B. But for this AFA would continue to perform the Activity during the term of this AFA; and
- C. Whose employment the FWS would terminate in the absence of continued employment with the FWS or the CSKT as provided in this AFA.

Available Property means any equipment, material, or supply the FWS makes available for use by the CSKT in performing an Activity, including any horse owned by the United States.

Chairman means the Chairman of the Tribal Council of the Confederated Salish and Kootenai Tribes of the Flathead Reservation.

Contract Support Costs means indirect costs incurred by the CSKT in administering this AFA and performing the Activities covered by it. *Contract Support Costs* do not include any management or support funds from any FWS regional or central office.

Contracting Officer means the contracting officer who executes this AFA, or any other person the FWS later designates to act as the contracting officer under this AFA.

Coordinator means the person designated by the CSKT to manage the CSKT’s performance of the Activities covered by this AFA, and to manage the CSKT Employees who perform those Activities.



CSKT means the Confederated Salish and Kootenai Tribes of the Flathead Reservation.

CSKT Contractor means a contractor hired by the CSKT to perform an Activity, and each employee of a CSKT Contractor who performs an Activity.

CSKT Employee means a person employed by the CSKT directly to perform an Activity, or an IPA Employee.

CSKT Volunteer means a volunteer enlisted by the CSKT to perform an Activity.

Department means the United States Department of the Interior.

Emergency means a serious unexpected situation that threatens the health or safety of any person or the viability of any property or other resource in the physical area covered by this AFA, and that urgently requires action.

Equipment means any tool or other personal property, and includes vehicles.

Flathead Reservation means the area in Montana reserved by Article II of the Treaty between the United States and the Flathead, Kootenai, and Upper Pend d'Oreilles Indians; concluded at Hell Gate in the Bitter Root Valley on July 16, 1855; ratified by the United States Senate on March 8, 1859; proclaimed by the President of the United States on April 18, 1859; and published at 12 Stat. 975.

FOIA means the Freedom of Information Act, 5 U.S.C. § 552.

FWS means the United States Fish and Wildlife Service in the United States Department of the Interior.

FWS Employee means a person employed by the FWS.

FY means fiscal year.

IPA means the Intergovernmental Personnel Act, 5 U.S.C. §§ 3371-3376.

IPA Agreement means an agreement under the IPA, assigning an FWS Employee to the CSKT to perform one or more Activities.



IPA Employee means an Affected Federal Employee assigned to the CSKT under an IPA Agreement to perform any Activity.

Must, shall, and will have the same meaning, indicating a requirement to perform as specified.

National Bison Range means the unit of the National Wildlife Refuge System authorized by Congress in Chapter 192 of the Act of May 23, 1908, at 35 Stat. 267.

National Bison Range Complex means the National Bison Range and all other units of the National Wildlife Refuge System and associated areas in Montana administered by the FWS in connection with the National Bison Range.

NBRC means the National Bison Range Complex.

NBRC Baseline Data means written or other tangible data that documents the existence and state:

A. Of each natural resource and item of real property that is within the physical area covered by this AFA, and that could be affected by the CSKT's performance of an Activity covered by this AFA;

B. As of or shortly before the effective date of this AFA, or on or shortly before the date when the CSKT begins to perform the Activity.

Ninepipe National Wildlife Refuge means the unit of the National Wildlife Refuge System established by the President of the United States by Executive Order 3504 on June 25, 1921.

Notice of Reassumption means a written notice of reassumption or notice of imminent jeopardy under the Tribal Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart M, concerning the reassumption by the FWS of one or more Activities covered by this AFA.

Notice of Retrocession means a written notice under the Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart N, concerning the retrocession by the CSKT of one or more Activities covered by this AFA.

NWR means National Wildlife Refuge.



Operational Standard means a requirement of a law, regulation, written policy, approved written plan, or published FWS standard, whether or not existing on the date of execution of this AFA, that governs the performance of an Activity, and which the FWS would have to meet if the FWS itself performed the Activity.

Pablo National Wildlife Refuge means the unit of the National Wildlife Refuge System established by the President of the United States by Executive Order 3503 on June 25, 1921.

Physical area covered by this AFA means that part of the National Bison Range Complex that lies within the boundaries of the Flathead Reservation, as further defined in section 5 of this AFA.

Privacy Act means the Privacy Act, 5 U.S.C. § 552a.

Published FWS standard means a written guideline, procedure, or other document that governs how the FWS performs an Activity, whether published by the FWS or another entity.

Real Property means land and improvements, including facilities and fixtures, the FWS makes available for use by the CSKT in performing an Activity.

Reassumption means the FWS reassuming performance of and ceasing to fund any or all of the Activities covered by this AFA, as provided in section 16.C of this AFA.

Refuge Manager means the Refuge Manager of the National Bison Range Complex, including any acting Refuge Manager and any other FWS Employee who the Refuge Manager designates to act on behalf of the Refuge Manager for a specific purpose.

Region means the Mountain and Prairie Region, United States Fish and Wildlife Service.

Regional Director means the Regional Director, Mountain and Prairie Region, United States Fish and Wildlife Service.

Retrocession means withdrawal by the CSKT from this AFA with regard to, and the CSKT ceasing to perform, any or all of the Activities covered by this AFA, as provided in section 16.B of this AFA.

RIF means a reduction in force to eliminate an employment position under Federal personnel procedures.



Secretary means the Secretary of the Interior or her or his authorized representative.

Sensitive property means binoculars and spotting scopes, cameras, firearms, laptop and personal computers (and associated modems, monitors, printers, etc.), motor vehicles (including tractors, all-terrain vehicles, motorcycles, etc.), mowers, and radio equipment.

Subsequent AFA means an AFA entered into by the FWS and the CSKT for a term subsequent to the term of this AFA, and covering Activities which are the same or similar to the Activities covered by this AFA.

Tribal, except as otherwise obvious from the context, means of or relating to the Confederated Salish and Kootenai Tribes of the Flathead Reservation.

Tribal Council means the Tribal Council of the Confederated Salish and Kootenai Tribes of the Flathead Reservation.

Tribal Self-Governance Regulations means 25 C.F.R. Part 1000—Annual Funding Agreements Under the Tribal Self-Government [(sic)] Act Amendments to the Indian Self-Determination and Education [(sic)] Act.

Visitor means any person who is on the National Bison Range Complex and is not:

A. An FWS Employee, contractor, or volunteer acting within the course and scope of her or his employment, contract, or volunteer agreement with the FWS; or

B. A CSKT Employee, CSKT Contractor, or CSKT Volunteer who is on the NBRC to perform an Activity covered by this AFA.

Volunteer means any person who performs an Activity with no, or only nominal, pay, benefits, or other commonly accepted attribute of employment.

WMD means wetland management district.

WPA means waterfowl production area.

Section 5. Physical Area Covered

The physical area covered by this AFA is that part of the National Bison Range Complex that lies within the boundaries of the Flathead Reservation (physical area covered by



this AFA). It consists of the following units of the National Wildlife Refuge System and associated areas:

- A. The National Bison Range;
- B. The Ninepipe National Wildlife Refuge;
- C. The Pablo National Wildlife Refuge; and
- D. All waterfowl production areas.

Section 6. Activities Covered

A. *Five Categories.* Under this AFA, the CSKT will perform Activities in five categories:

- 1. Management;
- 2. Biological Program (including Habitat Management);
- 3. Fire Program;
- 4. Maintenance Program; and
- 5. Visitor Services.

Those five categories, the Activities in each category, and what each Activity specifically includes are described in detail in Attachment A of this AFA.

B. *Redesign and Reallocation.* The CSKT may redesign any Activity or reallocate funding between Activities with the prior written approval of, and subject to any conditions imposed by, the Refuge Manager.

C. *Programs, Services, Functions, and Activities Retained by the FWS.* The FWS retains all programs, services, functions, and activities, and portions thereof, at the National Bison Range Complex and elsewhere in the FWS and the Department that are not explicitly covered by this AFA. Subsequent AFA's may include some of those retained programs, services, functions, and activities, or portions thereof. The FWS will negotiate with the CSKT in good faith to explore and implement opportunities for adding activities to subsequent AFA's.



D. *Absence of Activity from AFA.* The absence from this AFA of any program, service, function, or activity, or portion thereof, at the NBRC is not intended to denote or imply that the program, service, function, or activity, or portion thereof, is an inherently Federal function within the meaning of § 403k of the Act, 25 U.S.C. § 458cc(k), and does not preclude subsequent negotiation by the FWS and the CSKT for inclusion of the program, service, function, or activity, or portion thereof, in a Subsequent AFA.

E. *Additional Activities.* In addition to the Activities identified in subsection 6.A of this section of this AFA, the CSKT may elect to perform, and the FWS may fund, additional Activities under this AFA. The FWS and the CSKT will document any additional funding and Activities by amending this AFA as provided in section 20.A of this AFA.

Section 7. Management, Direction, and Control

A. *CSKT.* Subject to the final authority of the Refuge Manager, as identified in subsection 7.B of this section of this AFA, the CSKT will manage the Activities performed by the CSKT under this AFA, and each CSKT Employee, CSKT Contractor, and CSKT Volunteer who perform those Activities.

B. *Refuge Manager.* Under this AFA, the Refuge Manager will retain final responsibility and authority for directing and controlling the operation of the National Bison Range Complex and the CSKT's performance of the Activities covered by this AFA.

C. *Priorities.* As deemed necessary or appropriate by the Refuge Manager in consultation with the Coordinator, the Refuge Manager will set and revise written priorities for the CSKT to follow in performing the Activities covered by this AFA. The CSKT will follow those priorities in performing the Activities.

D. *Consistency.* The CSKT will perform each Activity covered by this AFA at a time and in a manner consistent with the purposes of the National Bison Range Complex and the missions of the FWS and the National Wildlife Refuge System.

E. *Safety.* Nothing in this Agreement shall be interpreted as restricting the authority of either the Refuge Manager or the Coordinator to take immediate steps to address any safety concerns.



Section 8. Performance Standards

A. *Generally.* The CSKT will perform each Activity covered by this AFA in a manner that supports and otherwise is compatible with the National Wildlife Refuge System Administration Act, 16 U.S.C. §§ 668dd and 668ee, as amended, and with the purposes of the National Bison Range Complex; the protection and enhancement of fish and wildlife resources, the natural environment, public health and safety, and positive visitor experience; and the public images and missions of the National Bison Range Complex, the National Wildlife Refuge System, and the FWS.

B. *Operational Standards.* The CSKT will perform each Activity covered by this AFA in compliance with all applicable Operational Standards.

C. *Waivers.* The CSKT may request, after consulting with the Refuge Manager, that the Secretary waive a regulation in accordance with the procedures in § 403(i)(2) of the Act, 25 U.S.C. § 458cc(i)(2), and the Tribal Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart J.

D. *Interpretation.* For purposes of compliance by the CSKT with an Operational Standard:

1. *Refuge Manager.* The Refuge Manager's interpretation of the Operational Standard will govern; and

2. *CSKT.* Where the CSKT is required to comply with an Operational Standard that does not literally apply to the CSKT, the CSKT will comply with the Operational Standard as though it specifically named the CSKT as a person required to comply.

E. *Environmental Compliance.* In conducting an Activity, the CSKT will comply with all applicable Operational Standards concerning the environment, except that:

1. *National Environmental Policy Act of 1969.* The FWS will determine when it must comply with the National Environmental Policy Act of 1969 (NEPA), 42 U.S.C. §§ 4321–4335, for an Activity. The Refuge Manager will give the CSKT written notice of, and the FWS will complete, the NEPA process for the Activity.

2. *Historic Preservation.* The FWS will determine when an Activity implicates the National Historic Preservation Act (NHPA), 16 U.S.C. §§ 470-470mm, or another cultural resource law, regulation, or policy. The Refuge Manager will give the CSKT



written notice of, and the FWS will complete, any associated administrative compliance process.

3. *Clearance to Proceed.* After receiving written notice from the Refuge Manager under subsection 8.E.1 or 8.E.2 of this section of this AFA, the CSKT will refrain from performing any part of the Activity until the Refuge Manager gives the CSKT written clearance and, where applicable, instructions on how to proceed.

F. *Construction Review and Inspection.*

1. *Review and Approval of Plans, Specifications, and Drawings.* To the extent the CSKT is responsible for preparing or providing design, engineering, or construction plans, specifications, or drawings for any construction covered by this AFA, the CSKT will consult with and incorporate or otherwise adequately respond to the comments of the Refuge Manager concerning those plans, specifications, or drawings, including review and tentative approval of them by the Refuge Manager at approximately the 25% and 75% stages of their completion. The CSKT will not start any construction covered by this AFA without prior written approval from the Refuge Manager of all associated design, engineering, and construction plans, specifications, and drawings.

2. *Inspection System.* The CSKT will use an inspection and reporting system, implemented by appropriate professionals, adequate to verify and document to the FWS that any construction covered by this AFA was performed to all applicable Operational Standards.

G. *Use of CSKT Performance Standards.*

1. *Equally Protective.* With the prior written approval of the Refuge Manager, where the CSKT is required to comply with an Operational Standard in performing an Activity the CSKT may substitute for the Operational Standard a written performance standard used by the CSKT in performing a similar activity for CSKT purposes as long as the CSKT standard is equally, or more, protective of the resources and equipment of the National Bison Range Complex as the corresponding Operational Standard.

2. *Refuge Manager Oversight.* If the Refuge Manager finds that the CSKT's performance of an Activity in compliance with a CSKT performance standard would cause, or is causing, less protection of the resources or equipment of the National Bison Range Complex than would result from compliance with the applicable Operational Standard, the Refuge Manager will give the CSKT written notice of that finding, including, where appropriate, a suggested revised performance standard. Upon receiving



such notice, the CSKT will either adopt and perform the Activity in compliance with the suggested revised performance standard, or will perform the Activity in compliance with the applicable Operational Standard.

H. *Disclaimer.* Nothing in this AFA is intended to exempt the CSKT from complying with any Federal law, regulation, or other provision that otherwise would apply to the CSKT.

Section 9. Records and Other Information

A. *General Requirement.* The CSKT will collect, maintain, and provide to the FWS all records and other information the FWS needs to comply with all requirements imposed on the FWS by statute or regulation with regard to any Activity, including but not limited to records and information concerning construction, finance, environmental compliance, the performance of IPA Employees, and claims based on property damage, injury, or death. Also see section 8.F.2 of this AFA concerning reporting associated with construction.

B. *Activity Records.* To the extent the FWS requires a written record for its budget appropriation and apportionment processes, and the FWS informs the CSKT in writing of that requirement and how it applies to an Activity, the CSKT will maintain an accurate written record of the CSKT's performance of the Activity (Activity Record). Upon request and with reasonable advance notice, the CSKT will provide to the FWS a copy of any Activity Record. Each Activity Record will contain information sufficient to document the nature of the Activity and when, where, and by whom it was performed. The Refuge Manager and the Coordinator will cooperate to ensure that the level of detail in Activity Records is adequate for FWS purposes without imposing an undue administrative burden on the CSKT.

C. *Financial Records and Reports.*

1. *Records of Expenditures.* Using standard accounting practices, the CSKT will maintain financial records of its expenditures of the funds the FWS provides to the CSKT under this AFA. The CSKT will provide those financial records to the FWS to the extent the FWS requires them for its budget appropriation and apportionment processes, or in the event of a retrocession or reassumption under section 16.B or 16.C of this AFA.



2. *Financial Status Report.*

a. *Final Report.* Within 90 days after the last date of the term of this AFA, the CSKT will submit to the Contracting Officer a completed Standard Form 269, Financial Status Report (Long Form), or its successor, concerning the funds the FWS provided to the CSKT under this AFA.

b. *Interim Report.* Within 90 days after the effective date of a retrocession or reassumption under section 16.B or 16.C of this AFA, the CSKT will submit to the Contracting Officer a completed Standard Form 269, Financial Status Report (Long Form), or its successor, concerning the funds the FWS provided to the CSKT under this AFA and the CSKT expended through the effective date of the retrocession or reassumption.

D. *Consistency with FWS Needs and Practice.* The CSKT will provide to the FWS all records and other information covered by this section 9 of this AFA in a manner and format consistent with FWS needs and practice.

E. *Inapplicability of FOIA and the Privacy Act.* As provided by the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.392, FOIA does not apply to records maintained solely by the CSKT under this AFA. As authorized by the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.393 and as elected by the CSKT, records maintained by the CSKT under this AFA are not subject to the Privacy Act.

F. *Conflicting Requirement.* The CSKT need not take any action under this section 9 of this AFA that would conflict with any Federal law or regulation applicable to the CSKT and governing audits and administrative records.

Section 10. Performance Assessment, Reporting, and Review

A. Monitoring, Evaluation, and Notice of Performance.

1. *Monitoring.* The FWS, at such times and places as it deems appropriate, will monitor and evaluate the performance of the CSKT under this AFA, and will notify the CSKT of any deficiency in that performance. Monitoring by the FWS may include:

a. *Direct Observation.* Direct observation and written documentation by the FWS of the performance of an Activity by the CSKT;



b. *Review of Activity Records.* Review of Activity Records provided to the FWS by the CSKT under section 9.B of this AFA; and

c. *Comments.* Review of written and documented oral comments received by the FWS concerning the performance of any Activity by the CSKT.

2. *Evaluation.* The FWS will evaluate the performance of the CSKT under this AFA by analyzing the information gathered in the monitoring process in relation to applicable Operational Standards, terms and conditions of this AFA, and baseline information.

3. *Notice to CSKT.* The FWS will notify the CSKT concerning the performance of the CSKT under this AFA, as follows:

a. *Comments.* The FWS promptly will notify the Coordinator in writing of each written comment and documented oral comment received by the FWS concerning the CSKT's performance of any Activity. The FWS will provide that information to the CSKT in accordance with FOIA and the Privacy Act. The FWS will provide that information to the CSKT on its own initiative, without receiving a FOIA request from the CSKT. If the FWS withholds any information from the CSKT concerning a comment, the CSKT may seek disclosure of that information in accordance with FOIA. The FWS will not take any action regarding the CSKT's performance under this AFA on the basis of any oral comment that the FWS did not document in writing, or any comment that the FWS did not promptly provide to the Coordinator.

b. *Performance Deficiency.* Where the FWS finds a deficiency in the performance of the CSKT under this AFA, the FWS will notify the CSKT of the deficiency, as follows:

(1) *Oral Notice.* The Refuge Manager orally will notify the Coordinator of any performance deficiency that is minor, an obvious oversight, or of an emergency nature.

(2) *Written Notice.* The Refuge Manager will notify the Tribal Council in writing of any other performance deficiency, including any performance deficiency that constitutes grounds for reassumption under section 16.C of this AFA. The written notice will identify the Activity and describe the performance deficiency at issue, the applicable Operational Standard or term or condition of this AFA, and why the performance of the CSKT does not meet the Operational Standard or term or condition. The notice will give the CSKT a reasonable amount of time to either remedy the performance deficiency or demonstrate to the Refuge Manager that no performance deficiency exists, the amount of time to be set by the Refuge Manager depending on the nature of the deficiency.



B. *Final Report and Review.*

1. *Final Report.* Except as provided in sections 16.B.5 and 16.C.3.e for a retrocession or reassumption, within 30 days of the end of the term of this AFA, the CSKT, in consultation with the Refuge Manager, will prepare and submit to the Refuge Manager a final report on each Activity performed by the CSKT under this AFA. The report will include an introduction, major accomplishments, and status of resources. The report will reference, and will describe the CSKT's performance of each Activity in relation to, all applicable NBRC Baseline Data, and will contain information sufficient for the Refuge Manager, the FWS, and the Secretary to prepare any required report concerning this AFA. See section 9.C.2 of this AFA concerning the requirement for the CSKT to submit a financial status report.

2. *Final Performance Review.* After the CSKT submits its final report to the Refuge Manager, but prior to the expiration date of this AFA, the Coordinator will meet with the Refuge Manager to discuss the performance of the CSKT under this AFA, and any problem the FWS foresees in the administration or implementation of a Subsequent AFA.

Section 11. Personnel

A. *General Staffing.* The CSKT will perform the Activities covered by this AFA employing the services of CSKT Employees, CSKT Contractors, or CSKT Volunteers. The CSKT will manage each CSKT Employee, CSKT Contractor, and CSKT Volunteer to comply with this AFA.

B. *Coordination.* The CSKT will designate a Coordinator to manage the performance of the Activities covered by this AFA, and to manage each CSKT Employee, CSKT Contractor, and CSKT Volunteer performing those Activities.

C. *Training and Skill.* The CSKT will ensure that each CSKT Employee, CSKT Contractor, and CSKT Volunteer has sufficient knowledge, skills, and abilities to properly and safely perform each Activity the CSKT assigns her or him to perform.

D. *Uniform.* While performing an Activity:

1. *CSKT Employee.* Each CSKT Employee will wear a uniform that clearly identifies her or him as a CSKT Employee.



2. *CSKT Contractor and CSKT Volunteer.* Each CSKT Contractor and CSKT Volunteer will display an identification card, arm band, or other readily visible indication that she or he is a CSKT Contractor or CSKT Volunteer.

E. *Affected Federal Employees.*

1. *Information.* Promptly after executing this AFA, the FWS and the CSKT will discuss with each Affected Federal Employee all available options for her or his employment under this AFA.

2. *Opportunity to Elect.* Promptly after executing this AFA, the FWS and the CSKT will give each Affected Federal Employee an opportunity to elect from the available options for employment under this AFA.

3. *Available Options.* The options available to each Affected Federal Employee for employment under this AFA are:

a. *IPA Agreement.* Continued employment by the FWS with an assignment to the CSKT under an IPA Agreement;

b. *Employment by CSKT with CSKT Benefits.* Direct employment by the CSKT as a CSKT Employee with CSKT benefits;

c. *Employment by CSKT with Federal Benefits.* Upon the election of both the Affected Federal Employee and the CSKT, as provided by § 104 of the Act, 25 U.S.C. § 450i, direct employment by the CSKT as a CSKT Employee with Federal benefits; or

d. *Reassignment.* Where practicable, reassignment by the FWS to another duty station.

4. *Reduction in Force.* The FWS will conduct a reduction in force to eliminate the position of any Affected Federal Employee who rejects all of the available options for employment under this AFA or, where applicable, who the FWS cannot reassign to another duty station.

5. *Employment Under an IPA Agreement.*

a. *Execute IPA Agreement.* Promptly after executing this AFA, the FWS and the CSKT will execute an agreement under the Intergovernmental Personnel Act (IPA), 5 U.S.C. §§ 3371-3376, and any applicable implementing regulations and procedures,



covering each Affected Federal Employee who elects to continue employment by the FWS with an assignment to the CSKT under an IPA Agreement.

b. *Continuation of Employment.* In the case of an assignment of a Federal employee to an Indian tribe, the IPA at 5 U.S.C. §§ 3372(a)(2) authorizes the FWS, under delegation from the Secretary, to “extend an initial period of assignment for any period of time where it is determined that this will continue to benefit both the executive agency and the Indian tribe or tribal organization.” The FWS and the CSKT agree that extending the initial period of assignment for each Affected Federal Employee will continue to benefit the FWS and the CSKT for the full terms of this AFA and each Subsequent AFA. Except for a retrocession or reassumption under section 16.B or 16.C of this AFA, where the FWS extends the assignment of an Affected Federal Employee under an IPA Agreement the CSKT will continue to retain the Affected Federal Employee under the IPA Agreement for the full terms of this AFA and each Subsequent AFA.

c. *Performance and Conduct.* If the CSKT finds a deficiency in the performance or conduct of an IPA Employee, the Refuge Manager and the Coordinator will confer, and the FWS will apply Federal personnel procedures to correct any such deficiency.

d. *Seasonal IPA Employees.* Contingent upon funding provided by FWS, the IPA Agreement of any seasonal Affected Federal Employee may be extended beyond the original timeframe provided in the IPA Agreement, provided that such extension does not result in such employee working more than fifty (50) weeks of the year, in which case the employee would no longer have seasonal status.

6. *Direct Employment by the CSKT.*

a. *Employment Election.* The CSKT will employ directly as a CSKT Employee each Affected Federal Employee who elects that option. As elected by the Affected Federal Employee, the CSKT will provide to the Affected Federal Employee either CSKT benefits or Federal benefits.

b. *Continuation of Employment.* The CSKT will give each Affected Federal Employee who elects direct employment by the CSKT as a CSKT Employee the highest level of protection of continued employment and retention of benefits afforded to any other employee of the CSKT.

7. *Duties and Responsibilities.* The CSKT will assign each Affected Federal Employee solely to perform one or more Activities covered by this AFA, with duties and



responsibilities commensurate with her or his training, experience, and salary, and reasonably equivalent to her or his position with the FWS.

8. *Nondiscrimination.* The CSKT will not in any way discriminate against any Affected Federal Employee.

Section 12. Consideration

A. *Attachment B.* In return for the CSKT performing the Activities covered by this AFA in accordance with the terms and conditions of this AFA, and subject to the terms and conditions in this section 12 of this AFA, the FWS will provide the CSKT the consideration specified in Attachment B of this AFA. Generally, Attachment B specifies two types of consideration:

1. *IPA Employees.* Assignment by the FWS to the CSKT of those Affected Federal Employees who elect to continue Federal employment under this AFA pursuant to an IPA Agreement; and

2. *Appropriated Funds.* Appropriated funds, as follows:

a. *Program Funds.* The program funds, less the salary and benefits of IPA Employees, that the FWS would allocate to performing the Activities covered by this AFA if the FWS itself performed those Activities; and

b. *Contract Support Costs.* Any contract support costs the FWS provides to the CSKT under subsection 12.C of this section of this AFA.

B. *Cost of IPA Employees.* The FWS will pay the salary and benefits of employing each IPA Employee. To cover those costs, the FWS will reduce the funds the FWS otherwise would pay to the CSKT under this section 12 of this AFA by an amount equal to the salary and benefits of the IPA Employee. If an IPA Employee resigns or otherwise terminates employment with the FWS, the assignment of that employee under the IPA and the obligations of the CSKT under the corresponding IPA Agreement will end. At the end of the IPA assignment, the FWS will pay the CSKT the amount the FWS would have spent on the salary and benefits of the IPA Employee from the date of termination of her or his employment through the last date of the term of this AFA or the effective date of any applicable retrocession or reassumption, using the payment procedures in subsection 12.D.2.b of this section of this AFA.



C. *Contract Support Costs.* The FWS will not provide the CSKT any funds or other consideration to pay for indirect costs associated with performing the Activities covered by this FY 2005 AFA. For Subsequent AFA's, the CSKT will develop a budget and justification for Contract Support Costs, will document the indirect cost rate approved by the Interior Inspector General, as provided in the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.138, and will identify the portion of that indirect cost rate that applies to Contract Support Costs. The CSKT will give that information to the FWS during negotiations for each Subsequent AFA, and will update that information as necessary for use by the FWS in seeking funds for Contract Support Costs in accordance with section 403(g)(3) of the Act, 25 U.S.C. § 458cc(g)(3).

D. *Transfer of Consideration.*

1. *Affected Federal Employees.*

a. *IPA Employees.* The FWS will assign each IPA Employee to the CSKT on the effective date of this AFA.

b. *Reduction in Force.* Pending the completion of any reduction in force under section 11.E.4 of this AFA, the FWS will continue to perform all Activities, or portions thereof, associated with each position covered by the RIF. Upon completion of the RIF, the FWS will pay the CSKT the balance of the salary and benefits of each position covered by the RIF, from the effective date of the RIF through the remainder of the term of this AFA, using the payment procedures in subsection 12.D.2.b of this section of this AFA.

2. *Payment of Funds.*

a. *Initial Payment.* Within 30 calendar days of receiving from the CSKT a completed Standard Form 270, Request for Advance or Reimbursement, or its successor, dated on or after the effective date of this AFA, the Contracting Officer will obligate and the FWS will pay the CSKT all funds that:

(1) *Appropriated.* Congress has appropriated and are available for expenditure by the FWS on the Activities covered by this AFA;

(2) *Allocated.* The FWS has allocated to the Region for expenditure on the Activities covered by this AFA; and

(3) *Due.* Are due to the CSKT as consideration under this AFA.



b. *Additional Payments.* If at any time Congress has appropriated to the FWS or the FWS has allocated to the Region, and as a result the FWS has paid the CSKT, less than all of the funds due to the CSKT under this AFA, the Contracting Officer will obligate and the FWS will pay the CSKT the balance due only to the extent additional appropriations and allocations become available. The Contracting Officer will obligate and the FWS will pay any such additional funds within 30 days after Congress appropriates and the FWS allocates the funds for expenditure on Activities.

E. *No Reallocation or Reprogramming of Consideration.* Consistent with 25 C.F.R. §§ 1000.397–1000.399 and 402, the CSKT will use the funds the FWS provides to the CSKT under this AFA, and any interest the CSKT earns on those funds, only to perform the Activities covered by this AFA.

F. *Lobbying.* The CSKT will not use any of the funds the FWS pays the CSKT under this AFA to lobby Congress or any other government entity in any manner prohibited by Federal law.

G. *Funding Errors or Omissions.* There may be errors or omissions that necessitate adjustment of the funds the FWS provides to the CSKT under this AFA. The FWS and the CSKT will make any such adjustment of funds by amending this AFA as provided in section 20.A of this AFA.

H. *Anti-Deficiency Act.* The performance of the FWS under this AFA is subject to compliance by the FWS with the requirements of the Anti-Deficiency Act, 31 U.S.C. § 1341. The Contracting Officer has executed this AFA solely for the purpose of approving the procedures of this AFA that govern the subsequent obligation and payment of funds. Nothing in this AFA shall be construed as requiring the Contracting Officer to obligate, or the FWS to provide to the CSKT, any consideration for which Congress has not appropriated funds to the FWS, or the FWS has not allocated funds to the Region, for expenditure on the Activities covered by this AFA

Section 13. Property

A. *Availability and Use.* On the date of execution of this AFA or as otherwise appropriate, the FWS will make available to the CSKT for non-exclusive use in performing the Activities covered by this AFA, all equipment, materials, and supplies (Available Property) and Real Property that currently are used or may be acquired by the FWS for performing those Activities. Upon request by the FWS, the CSKT will make all Available Property and Real Property readily accessible to the FWS.



B. *Inventories of Available Property and Real Property.* Attachment C is an inventory of existing Available Property, including the nature, condition, and each item that cost \$500.00 or more, or which the FWS otherwise considers sensitive property. Attachment D is an inventory of existing Real Property, including an assessment of the condition of each item that cost \$5,000.00 or more. The FWS will update these inventories as needed to reflect any change in Available Property or Real Property, and will provide to the CSKT a copy of the updated inventory.

C. *NBRC Baseline Data.* On or before the effective date of this AFA, the FWS will provide to the CSKT all NBRC Baseline Data.

D. *Title and Ownership.* All Available Property, Real Property, natural resources for which title is held by the United States, and other property at the National Bison Range Complex will remain Federal property. The United States will hold title to any equipment, materials, or supplies the CSKT purchases with funds the FWS provides to the CSKT under this AFA.

E. *Repair, Replacement, and Disposal.* Subject to the availability of funds and the prior written approval of the Refuge Manager, the CSKT may repair or replace any item of Available Property as necessary for the CSKT to perform the Activities covered by this AFA. With the prior written approval of the Refuge Manager, the CSKT may dispose of any item of Available Property.

F. *Materials and Supplies.* Using funds the FWS provides to the CSKT under this AFA, the CSKT will acquire and pay for all materials and supplies the CSKT needs to perform the Activities of cleaning the office and visitor center under this AFA. Except as provided in subsection 13.H of this section of this AFA for the use of CSKT equipment, the FWS will provide to the CSKT all other materials and supplies needed to perform the Activities covered by this AFA.

G. *Duty to Protect.* The CSKT will take reasonable steps to protect all Available Property, Real Property, natural resources, and other Federal property in the area covered by this AFA from fraud, theft, abuse, damage, or loss.

H. *Use of CSKT Equipment.* The CSKT may, without additional funding from the FWS, perform any Activity using any equipment owned or otherwise available to the CSKT. The CSKT may use fuel and oil supplied by the FWS to fuel and lubricate that equipment. The Refuge Manager may restrict or prohibit such use of fuel or oil if the Refuge



Manager finds that the use is being abused. The Refuge Manager will inform the Coordinator in writing of any such restriction or prohibition.

I. *Excess Property.* At the request of the CSKT, the FWS may transfer to the CSKT ownership of any facility, equipment, or other Federal property that is not needed for use by the FWS. Pursuant to Title IV of the Act and the Tribal Self-Governance Regulations, the FWS will facilitate transfer of any such property to the CSKT in accordance with Federal property procedures.

Section 14. Claims and Liability

A. *Federal Tort Claims Act.* In performing Activities under this AFA, the CSKT will be covered by the Federal Tort Claims Act (FTCA), 28 U.S.C. §§ 2671–2680, as provided by 25 U.S.C. § 450f(c); § 314 of Pub. L. No. 101-512; (*reprinted at* 25 U.S.C.A. § 450f, note); and applicable Tribal Self-Governance Regulations at 25 C.F.R. §§ 1000.270–1000.283. Except as otherwise provided by Federal law, in performing Activities under this AFA the CSKT accepts any risk not covered by the FTCA.

B. Notice of Incident or Claim.

1. *Notice of Incident.* The CSKT promptly will notify the Refuge Manager in writing of any incident resulting from the performance by the CSKT of an Activity covered by this AFA and involving personal injury, death, or property damage.

2. *Notice of Claim.* The CSKT and the FWS promptly will notify each other in writing of any claim that either party receives from a third party for damage, injury, or death resulting from or relating to any Activity covered by this AFA.

C. *Unemployment and Worker's Compensation Insurance.* The CSKT will provide unemployment and workers' compensation insurance for each CSKT Employee, other than an IPA Employee, and workers' compensation insurance for each CSKT Volunteer, commensurate with that provided to other CSKT Tribal government employees. The CSKT will ensure that each CSKT Contractor is covered by workers' compensation insurance commensurate with that provided to CSKT Tribal government employees. The CSKT will hold the United States harmless from any unemployment or workers' compensation claim made by a CSKT Employee, other than an IPA Employee, or by a CSKT Contractor or CSKT Volunteer in connection with performing any Activity covered by this AFA.



Section 15. Emergencies and Unusual Events

A. *Notice.* The Coordinator promptly and orally will notify the Refuge Manager or, where the Refuge Manager is not available, another FWS Employee of any emergency or other unusual event a CSKT Employee, CSKT Contractor, or CSKT Volunteer observes in the physical area covered by this AFA. Where practicable, after otherwise learning of an emergency or other unusual event in the physical area covered by this AFA and affecting an Activity, the Refuge Manager promptly and orally will notify the Coordinator or, where the Coordinator is not available, another available CSKT Employee of the emergency or other unusual event, and of how the Activity is affected. The FWS and the CSKT will give each other the name, address, and telephone number of one or more persons to receive such notice in the absence of the Refuge Manager or the Coordinator.

B. *Temporary Operation and Control.* Where necessary to deal with an emergency within the physical area covered by this AFA, the FWS temporarily may assume operation and control of any Activity, including supervising any CSKT Employee engaged in the Activity. When the emergency ceases to exist, the FWS will return operation and control over the Activity to the CSKT.

C. *Emergency Procedures.* In an emergency, the FWS and the CSKT will use the following procedures:

1. *Determination by Refuge Manager.* The Refuge Manager will determine when an emergency exists and when it has ceased to exist.

2. *Notice to CSKT Employees.* The Refuge Manager will notify the Coordinator or another available CSKT Employee that an emergency exists, as provided in subsection 15.A of this section of this AFA.

3. *Response of the CSKT.* Following notice of an emergency under subsection 15.C.2 of this section of this AFA, at the oral request of the Refuge Manager any CSKT employee performing an Activity will:

- a. *Relinquish Operation and Control.* Relinquish operation and control of the Activity to the FWS;

- b. *Provide Assistance.* Assist the FWS with responding to the emergency; and

- c. *FWS Supervision.* Follow any related instruction issued by the Refuge Manager.



4. *CSKT Employee Not Available.* Where neither the Coordinator nor another CSKT employee is available to receive notice of an emergency, the FWS will, without notice, take over operation and control of any Activity that is or may become involved. Upon later receiving notice of the emergency, each CSKT employee who is responsible for performing the Activity will respond as provided in subsection 15.C.3 of this section of this AFA.

5. *Emergency Has Ceased to Exist.* When the Refuge Manager determines that an emergency has ceased to exist, the Refuge Manager orally will notify the Coordinator or, where the Coordinator is not available, another available CSKT employee, of that fact, and orally will relinquish to the CSKT operation and control of any Activity over which the Refuge Manager had taken operation and control.

6. *Written Report, Negotiation, and Adjustment.* Promptly after giving oral notice under subsection 15.C.5 of this section of this AFA that an emergency no longer exists, the Refuge Manager will submit to the CSKT a written report of the emergency, including a brief description of what happened, each Activity involved, and the participation of the FWS and the CSKT in dealing with the emergency. The FWS and the CSKT will then meet as necessary to negotiate any increase in funding or Activities covered by this AFA that may be appropriate as a result of any work done by the CSKT during the emergency. For any adjustment of funding, the FWS and the CSKT will amend this AFA as provided in section 20.A of this AFA.

Section 16. Retrocession, Reassumption, and Expiration

A. *Technical Assistance.* Upon request by the CSKT, the FWS will give the CSKT reasonable technical assistance in an attempt to avoid a need for the CSKT to retrocede, or for the FWS to reassume, an Activity.

B. *Retrocession by the CSKT.* At its option, the CSKT may retrocede and cease performing any or all of the Activities covered by this AFA in accordance with the Tribal Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart N, except that the CSKT will:

1. *Written Notice.* Provide to the Refuge Manager 30-days advance written notice of the CSKT's intent to retrocede (Notice of Retrocession) and—

2. *Transition.* From the date the CSKT provides a Notice of Retrocession to the Refuge Manager, through the effective date of the retrocession, work with the Ref-



uge Manager to ensure an orderly transition in returning to the FWS responsibility for performing each Activity to which the Notice of Retrocession applies;

3. *Available Property.* On the effective date of the retrocession, return to the FWS all Available Property provided to the CSKT by the FWS, and not needed by the CSKT to perform an Activity to which the Notice of Retrocession does not apply;

4. *Return of Funds.* Within 30 days after the effective date of the retrocession, return to the FWS any funds that:

a. *Provided by the FWS.* The FWS has provided to the CSKT under this AFA for performing the retroceded Activity; and

b. *Not Expended.* The CSKT has not expended in performing the retroceded Activity, consistent the work actually done by the CSKT in performing the Activity from the effective date of this AFA through the effective date of the retrocession; and

5. *Final Report.* Within 30 days after the effective date of the retrocession, submit to the FWS the final report required by section 10.B.1 of this AFA, complete for each retroceded Activity through the date of retrocession (also see section 9.C.2.b of this AFA concerning a financial status report).

C. *FWS Reassumption.*

1. *Tribal Self-Governance Regulations.* Except as otherwise provided in subsection 16.A and this subsection 16.C of this section of this AFA, the FWS may reassume any or all of the Activities covered by this AFA in accordance with the Tribal Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart M.

2. *Criteria for Reassumption.* The FWS may reassume any or all of the Activities covered by this AFA if the Regional Director, on behalf of the Secretary, finds and notifies the CSKT in writing that the performance of the CSKT under this AFA is causing imminent jeopardy to natural resources or public health or safety, or that the CSKT is in material-breach of this AFA.

3. *CSKT Response to Reassumption.* Upon receiving from the FWS a notice as provided in the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.313 concerning any Activity, the CSKT will:



a. *Transition.* From the date the FWS provides the Notice of Reassumption to the CSKT, through the effective date of the reassumption, work with the FWS to ensure an orderly transition in returning to the FWS responsibility for performing the reassumed Activity;

b. *Cease Activities.* On the effective date of the reassumption, cease performing the reassumed Activity;

c. *Available Property.* On the effective date of the reassumption, return to the FWS all Available Property provided by the FWS to the CSKT, and not needed by the CSKT to perform an Activity to which the Notice of Reassumption does not apply; and

d. *Return of Funds.* Within 30 days after the effective date of the reassumption, return to the FWS any funds that:

(1) *Provided by the FWS.* The FWS has provided to the CSKT under this AFA for performing the reassumed Activity; and

(2) *Not Expended.* The CSKT has not expended in performing the reassumed Activity, consistent with the work actually done by the CSKT in performing the Activity from the effective date of this AFA through the effective date of the reassumption.

e. *Final Report.* Within 30 days after the effective date of the reassumption, submit to the FWS the final report required by section 10.B.1 of this AFA, complete for each reassumed Activity through the date of reassumption. Also see section 9.C.2.b of this AFA concerning a financial status report.

D. *Expiration.* In accordance with the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.148, where the FWS and the CSKT are negotiating a Subsequent AFA covering an Activity, with the prior written approval of the FWS and subject to any terms the FWS and the CSKT previously agree to in writing, the CSKT may continue to perform the Activity pending negotiation of a Subsequent AFA. To the extent the CSKT and the FWS are *not* negotiating a Subsequent AFA covering an Activity:

1. *Transition.* In the last month of the term of this AFA, the CSKT will work with the FWS to ensure an orderly transition in returning to the FWS responsibility for performing the Activity; and

2. *Available Property.* On the last day of the term of this AFA, the CSKT will return to the FWS all Available Property provided by the FWS to the CSKT, and not need-



ed by the CSKT to perform an Activity for which the FWS and the CSKT are negotiating or have executed a Subsequent AFA for the next fiscal year.

Section 17. Other Tribal Rights and Administrative Remedies

A. *No Effect on Trust Responsibility.* Nothing in this AFA is to be interpreted as in any way waiving, modifying, or diminishing the trust responsibility of the United States that exists under treaties, executive orders, and other laws with respect to any Indian Tribe or individual Indian.

B. *No Waiver of Sovereign Immunity.* Nothing in this AFA shall be construed as waiving or otherwise affecting the sovereign immunity of the CSKT.

C. *Tribal Administrative Procedures.* In addition to any other available right or remedy, under CSKT Tribal Administrative Procedures Ordinance No. 86B, as amended, CSKT Tribal law and forums provide administrative due process rights to all persons with respect to the Activities performed by the CSKT under this AFA, except to the extent the CSKT is covered by the Federal Tort Claims Act, 28 U.S.C. §§ 2671–2680, in performing the Activity.

D. *Indian Preference.* In the administration of this AFA, the provisions of 25 U.S.C. §§ 450e(b) and (c) shall apply with respect to Indian preference, with the phrase “contract . . . pursuant to this subchapter” in § 450e(b) and the phrase “self-determination contract” in § 450e(c) interpreted to mean this AFA.

Section 18. Appeals

The Tribal Self-Governance Regulations at 25 C.F.R. Part 1000, Subpart R—Appeals, and section 450m–1 of the Act, Contract disputes and claims, 25 USC § 450m–1, govern the resolution of disputes arising under this AFA.

Section 19. Title I Provisions

In accordance with 25 U.S.C. §§ 450j(k) and 458cc(I), in performing the Activities covered by this AFA the CSKT will have access to Federal sources of supply. Nothing in this-AFA is intended to limit the availability, or use by the CSKT, of technical or financial assistance that may be available from any other Federal agency, including assistance from the Bureau of Indian Affairs-under 24 U.S.C. § 450h.



Section 20. Amendment and Correction

A. Modification of AFA. Except as provided in section 8.C of this AFA for waiver of regulations by the Secretary, in section 8.G of this AFA for the use of CSKT performance standards, in subsection 20.B of this section of this AFA for the correction of minor, non-substantive errors or omissions, and in section 23.C of this AFA for extending the term of this AFA, the FWS and the CSKT may modify this AFA only by amendment executed in the same manner as this AFA, except that for an amendment only three originals are required.

B. Minor Errors or Omissions. The FWS and the CSKT may correct minor, non-substantive errors or omissions in this AFA that do not affect funding, by executing a written errata sheet signed and dated by the Refuge Manager and the Chairman of the Tribal Council.

Section 21. Structure and Severability

A. Structure. Except as used to cross-reference sections of this AFA, the section numbers and headings and the other structural elements of this AFA are for convenience only and have no bearing on the interpretation of this AFA.

B. Severability. If any provision of this AFA or part thereof is found to be invalid by operation of law or otherwise, the remainder of this AFA will remain in full force and effect.

Section 22. Entire Agreement

This AFA, including all recited attachments, sets out the entire agreement between the FWS and the CSKT concerning the terms and conditions under which the FWS will fund and the CSKT will perform Activities at the National Bison Range Complex during the term of this AFA. This AFA supersedes any and all previous, express or implied, oral or written understandings and agreements of the FWS and the CSKT concerning the terms and conditions for funding and performing those Activities.



Section 23. Dates of Performance

A. *Effective Date.* Except as otherwise directed by Congress, the effective date of this AFA will be 90 days after the date the Secretary submits the signed AFA to Indian tribes and Congress, as provided in section 403(f) of the Act, 25 U.S.C. § 458cc(f).

B. *Commencement of Activities.* The CSKT may, on the effective date of this AFA, commence performing any Activity covered by this AFA in accordance with the terms and conditions of this AFA. Commencement of work may begin on the effective date of this AFA, with the understanding that no liability for payment is created thereby. Any payment by the FWS to the CSKT for performing any such Activity will be subject to compliance by the FWS with the Anti-Deficiency Act, as provided in section 12.H of this AFA, and other applicable laws and regulations. If the FWS has reason to anticipate that Congress will not appropriate sufficient funds to pay the CSKT for performing any Activity covered by this AFA, the FWS promptly will give the CSKT written notice of that anticipated deficiency.

C. *Term.* This AFA covers funds to be provided by the FWS and Activities to be performed by the CSKT from October 1, 2004, or the effective date of this AFA, whichever is later, through September 30, 2006, inclusive. As provided by the Tribal Self-Governance Regulations at 25 C.F.R. § 1000.146, and subject to applicable laws and regulations, the FWS and the CSKT may agree in writing to extend to a date after September 30, 2005, the term for performing any Activity covered by this AFA. All of the terms and conditions of this AFA will apply during any extension of the term of this AFA. The FWS and the CSKT may modify the Activities covered by this AFA or the consideration paid by the FWS to the CSKT for performing an Activity only by amending this AFA as provided in section 20.A of this AFA.

THE FOREGOING PROVISIONS OF THIS FISCAL YEARS 2005-2006 ANNUAL FUNDING AGREEMENT, INsofar AS ALLOWED BY TITLE IV OF THE ACT, OTHER LAWS OF THE UNITED STATES, AND THE CODE AND LAWS OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES OF THE FLATHEAD RESERVATION, ARE HEREBY AGREED TO ON THE DATES INSCRIBED BELOW. EXECUTED IN FIVE ORIGINALS.



CONFEDERATED SALISH AND KOOTENAI TRIBES,
BY:

D. Fred Matt
Chairman
Confederated Salish and Kootenai Tribal Council
The Confederated Salish and Kootenai Tribes of the Flathead Reservation

Date

UNITED STATES FISH AND WILDLIFE SERVICE,
BY:

Ralph O. Morgenweck
Regional Director
Mountain and Prairie Region
United States Fish and Wildlife Service

Date

Howard J. Cole
Contracting Officer, FWS 6-9098
Mountain and Prairie Region
United States Fish and Wildlife Service

Date



**FISCAL YEAR 2005-2006 ANNUAL FUNDING AGREEMENT
BETWEEN THE
UNITED STATES FISH AND WILDLIFE SERVICE
AND THE
CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD RESERVATION**

**ATTACHMENT A
ACTIVITIES**

Section 1. Introduction

This Attachment lists the five categories of Activities the CSKT will perform under this Annual Funding Agreement (this AFA), the Activities in each category, and what each Activity covers. Due to the influence of such factors as animal behavior, environmental dynamics, staff availability, equipment availability and failure, emergencies, funding variations, and the resulting impacts on priorities, this Attachment A of this AFA presents only a broad outline of the nature and extent of the Activities the CSKT will perform under this AFA. The Refuge Manager will set and notify the Coordinator in writing of the priority the FWS assigns to the performance of each Activity. The Refuge Manager may at any time change the priority the FWS assigns to the performance of an Activity by notifying the Coordinator in writing of the change. In performing the Activities covered by this AFA, the CSKT will follow the priorities set and modified by the Refuge Manager.

All months specified in this Attachment A of this AFA are within the term of this AFA.

Section 2. Activities

A. Management

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.

Purpose: Management, oversight, planning, reporting, and the supervision of CSKT Employees, CSKT Contractors, and CSKT Volunteers performing the Activities covered by this AFA. Cooperating with the FWS to ensure that the Activities covered by this AFA are carried out in accordance with the terms and conditions of this AFA. Serving as liaison between the FWS and the CSKT.



- Objective:** To manage the performance of the Activities covered by this AFA in an amicable, effective, and efficient manner.
- Methods:** To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.
- Activities:**
1. *Manage Employees.* Manage each CSKT Employee, CSKT Contractor, and CSKT Volunteer performing an Activity covered by this AFA.
 2. *Compliance.* Ensure that all Activities are performed in compliance with Operational Standards.
 3. *Notice and Consultation.* Notify and consult with the Refuge Manager concerning issues arising under this AFA, including:
 - a. Coordinate with the Refuge Manager on the scheduling and performance of Activities, and the need for and acquisition of materials and supplies.
 - b. Notify the Refuge Manager of any personnel issues relating to CSKT and Federal employees that may adversely affect performance of any Activity covered by this AFA.
 4. *Personnel.* Perform all human resources, personnel, performance assessment, time and attendance, incentive, disciplinary, and payroll functions relating to all CSKT Employees, except the functions relating to IPA Employees, for whom the FWS has retained responsibility under this AFA.
 5. *Use and Maintenance of Property.* Ensure that each CSKT Employee, CSKT Contractor, and CSKT Volunteer properly uses and, as provided in this AFA, maintains all Available Property and Real Property.
 6. *Activity Records and Other Information.* Provide to the Refuge Manager the Activity Records and other information required by this AFA. Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.



B. Biological Program

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.

- Purpose:** Provide biological services and information concerning the physical area covered by this AFA, for use by the FWS in management decisions, to ensure the biological integrity of natural resources and the compatibility of any public use.
- Objective:** Maintain databases to reflect the current status of the biological community and abiotic resources in the physical area covered by this AFA. Provide viable alternatives for resource conservation.
- Methods:** To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.
- Activities:**
1. *Migratory Non-game Bird Surveys.*
 - a. During mid-May through mid-July, conduct 3-4 “extensive” surveys using a vehicle at NBR three times at 2 week intervals. During mid-May through mid-July, conduct one “intensive” survey on foot at NBR three times at 2 week intervals. Maps will be provided to detail transect locations for AFA Fiscal Year (FY) 2005.
 - b. During mid-May through mid-July, conduct three migratory non-game bird survey at two-week intervals on one transect designated by the Refuge Manager on the Pablo National Wildlife Refuge (NWR), for a total of three surveys. This survey is conducted on alternate years, and FY 2005 is a scheduled survey year. Maps will be provided to detail transect locations for FY 2005.
 - c. As designated by the Refuge Manager in the physical area covered by this AFA, conduct migratory non-game bird surveys on waterfowl production areas (WPA’s) to determine bird population response to land management initiatives or to monitor bird population trends. All WPAs are done in alternate years, resulting in 3-4 WPAs surveyed per year
 - d. Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in bird surveys.
 2. *Waterfowl Pair Counts and Brood Counts.*



- a. In May, conduct annual waterfowl pair counts on the Duckhaven, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson, and Johnson 80 WPA's, the National Bison Range, and the Ninepipe and Pablo NWR's.
- b. In July, conduct annual waterfowl brood counts on the Duckhaven, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson, and Johnson 80 WPA's, the National Bison Range, and the Ninepipe and Pablo NWR's.
- c. In mid-winter, conduct annual aerial waterfowl counts from fixed-wing aircraft in Flathead Lake and Sanders Counties, Montana.

3. *Bird Banding.*

- a. In August and September, coordinate and conduct waterfowl banding in the physical area covered by this AFA.

4. *Vegetation Monitoring.*

- a. In June and July, assist CSKT contractors with range survey field work, and monitor and document range condition on existing Parker three-step transects on the National Bison Range, including the entry into existing FWS databases, compilation, and reporting of all data. (The FWS currently has in place a contract with the CSKT to monitor and document range conditions on the National Bison Range in FY 2005, following Natural Resources Conservation Service protocol.)
- b. Collect and maintain data on rare, unique, and unusual vegetation resources in the physical area covered by this AFA, including *Howellia aquatica*.
- c. In late July through early August, survey and document the presence of *Silene spaldingii* in the physical area covered by this AFA.
- d. As designated by the Refuge Manager in the physical area covered by this AFA, conduct pre- and post-treatment vegetation monitoring on thirteen tracts of approximately eighty acres each.
- e. In coordination with the Refuge Manager, collect habitat condition data for use in drafting habitat management plans for WPAs in Lake County and on the Ninepipe and Pablo NWRs.



5. GIS Mapping and Monitoring.

- a. Determine and document the GPS locations of endangered and threatened species; wildfires; second-growth forest habitat; habitat management practice boundaries; rare, unique, and unusual resources; Real Property; utilities; and other natural and manmade features.
- b. During June through July, map weed infestation in the physical area covered by this AFA.

6. Invasive Plant Control.

- a. Within fifteen days after the close of the herbicide application season, prepare for Refuge Manager approval a draft herbicide application report covering the current application season, including a summary, of herbicide applications by the FWS and the CSKT in the physical area covered by this AFA during the previous year.
- b. Gather and maintain data on all efforts of the FWS and the CSKT to control invasive plants.

7. Wildlife Management.

- a. During October, coordinate and conduct a big game count on the National Bison Range, and prepare a report, including a summary, of the data obtained.
- b. During July, conduct a bison production count on the National Bison Range.
- c. Assist the Refuge Manager with surveillance and monitoring for ungulates symptomatic of health problems or injury by conducting a 3-4 hour cursory visual survey of the bison herd every 2 weeks, to identify sick/injured animals and identify animals for removal and disease testing. Survey and monitor other ungulate species monthly or as suspect animal reports and sightings dictate.
- d. Assist the Refuge Manager with euthanasia and necropsy of ungulates, as necessary for diseased suspects and deaths found in the field, obtaining appropriate samples for required testing and, manage sample storage, handling and shipping, including use of proper biohazard handling and pertinent shipping regulations for diagnostic specimens. .



e. In October during bison roundup, herd, capture, and handle bison for health monitoring, and removal of surplus ungulates.

f. In October during bison roundup:

- (1) Collect bison blood for herd health and genetic monitoring;
- (2) Collect bison hair follicles for genetic monitoring; and
- (3) Insert micro-chips in bison calves and appropriate adults.

g. Assist with removing from the physical area covered by this AFA, live and dead ungulates and other wildlife.

h. Assist the FWS with outplacement of live surplus wildlife, including collecting and maintaining data concerning the species, gender, age, identity, and number of wildlife removed.

8. *Mitigation Analyses and Recommendations.*

a. Gather and maintain data on proposed and existing actions by parties other than the CSKT in the physical area covered by this AFA, for use in analyzing direct and indirect effects.

b. Recommend to the Refuge Manager alternatives to avoid or minimize any adverse effects of the actions covered by section 2.B.8.a. of this Attachment A to this AFA.

9. Projects that are proposed to begin FY 2005 with assistance from GS-9 biologist.

- a. Collect and maintain data on timber stand health, including effects from insects, disease, drought and fire. Provide written annual report to FWS.
- b. In coordination with the Refuge Manager, develop and conduct a surveillance program to detect and monitor disease in non-game and game bird species, including West Nile Virus.

Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.

C. Fire Program

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.



- Purpose: Implement, and assist in the planning of, prescribed burns and the suppression of wildfire in the physical area covered by this AFA.
- Objective: Safely and effectively control prescribed fires and suppress wildfires in the physical area covered by this AFA
- .Methods: To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.
- Activities: 1. *Fire Planning.*
- a. By July 1, 2005, research and provide to the Refuge Manager, a written report on the ecological and historical role of fire on the National Bison Range, for use in preparing a Comprehensive Conservation Plan (CCP).
 - b. As designated by the Refuge Manager, draft revisions, with supporting biological and environmental documentation, of the existing fire management plan for the physical area covered by this AFA.
 - c. By February, draft and submit to the Refuge Manager for review and approval the annual prescribed fire plans for the physical area covered by this AFA, including supporting biological and environmental documentation.
 - d. Make recommendations to the Refuge Manager for acquisition and repair of equipment and supplies needed for prescribed burns and the suppression of wildfire in the physical area covered by this AFA.
 - e. Assist in training and ensuring the qualifications of collateral duty firefighters.
 - f. Provide written recommendations to the Refuge Manager to prevent fire damage to equipment and facilities and improve the implementation of prescribed burns and wildlife suppression.
 - g. Coordinate with the Refuge Manager to evaluate the potential and actual effects of prescribed fire on habitat management objectives.
2. *Fire Implementation.*
- a. Conduct wildfire suppression in the physical area covered by this AFA in accordance with the approved fire management plan.



- b. Conduct prescribed burns in the physical area covered by this AFA in accordance with the station annual fire management plan.
- c. Prior to conducting each prescribed burn, prepare and submit to the Refuge Manager for written approval an FWS GO, NO-GO, prescribed fire checklist.
- d. Maintain and repair all fire equipment, materials, and supplies.

3. *Fire Response Monitoring.*

- a. For each prescribed fire and biological objective, conduct pre-burn vegetation monitoring to evaluate the need for habitat manipulation and establish baseline data.
- b. For all prescribed burns and wildfires, conduct post-burn vegetation monitoring to provide data for fire effects analysis for biological objectives and habitat manipulation response. Drawing final conclusions with respect to fire effects analysis shall remain the responsibility of the Refuge Manager.
- c. Coordinate with FWS fire management and line personnel to facilitate implementation of the fire program.

Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.

D. Maintenance Program

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.

Purpose: Maintain and repair Available Property and Real Property covered by this AFA, and complete routine construction projects as directed.

Objective: Keep all Available Property and Real Property in safe, secure, and reliable condition.

Methods: To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.

Activities: 1. *General Maintenance.*



- a. Maintain and repair all Available Property in the physical area covered by this AFA. (See Attachment C.)
- b. Maintain and repair all Real Property in the physical area covered by this AFA. (See Attachment D.)
- c. As applicable, properly store, lock, or otherwise secure from theft, damage, or loss all Available Property used by the CSKT in performing the Activities covered by this AFA.

2. Equine Maintenance.

- a. Husband horses owned by the United States in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.
- b. Locate and recommend the acquisition of replacement horses as needed.
- c. Provide farrier services for horses every 6 weeks or more often as needed owned by the United States to ensure adequate hoof protection during field use.
- d. Horses owned and assigned by the US will be trained and conditioned by the person to which the horse is assigned.
- e. Notify the Refuge Manager of the need to acquire tack, equine health supplies and feed, including vaccinations, anthelmintics, grain and weed-free certified hay.

3. Daily Maintenance.

- a. At midday and at the end of each workday, inspect and, as necessary, spot clean the National Bison Range visitor center, office, office annex, day use area restrooms, maintenance shop and horse barn, and replenish rest-room supplies.
- b. Throughout each work day, in conjunction with other Activities, pick up litter observed on and along all public access roads and in parking areas in the National Bison Range.
- c. At the end of each work day, ensure that fuel pumps and all buildings on the National Bison Range, except the visitor center and office trailer, are locked or otherwise secured.



d. In conjunction with other Activities, observe bison and other wildlife for signs of illness or injury and report to the Refuge Manager.

4. *Weekly Maintenance.*

- a. Do preventive maintenance of tools, equipment, and vehicles.
- b. From the second week of May through the onset of senescence, mow grass at the day use area, bunkhouse yard, and the yards of any unoccupied quarters.
- c. Collect trash from all receptacles and timely place in trash bins for contract removal.
- d. Inspect, clean, and resupply all restrooms on the National Bison Range.
- e. Irrigate day use area, bunkhouse yard, yards of any unoccupied quarters, horse pasture to maintain green lawns and provide forage for horses.
- f. Check recycling containers and transport recyclable materials to recycling trailer or appropriate location(s) as designated by Refuge Manager.

5. *Monthly Maintenance.*

- a. Sample drinking water supply, and submit for testing.
- b. Inspect all fire extinguishers and, as appropriate, repair or replace if defective.
- c. From May through October, inspect, clean, and, as necessary, mow vegetation in all parking areas.
- d. Herd bison by horseback for grazing rotation. Upon request, in addition to herding by horseback, the Refuge Manager may authorize the use of an ATV or Jeep.
- e. Treat drinking water supply with chlorine and inspect and maintain water filtration system.
- f. Mow areas in the physical area covered by this AFA to reduce invasive species.
- g. Provide salt blocks to bison.



6. *Quarterly Maintenance.*

- a. As environmental conditions allow, conduct burn-pile burn and perform necessary post-burn site cleanup.
- b. Clean and organize boneyard storage area.
- c. In late October, early May, and up to two times if necessary between May and October, grade the public use roads within the NBR.
- d. Haul miscellaneous non-burnable items to the appropriate recycling facility or the landfill if non-recyclable.



7. Annual Maintenance.

- a. Clean chimneys in maintenance shop and in quarters with wood burning stoves.
- b. Grade and repair unpaved footpaths on the National Bison Range.
- c. During late April to early-May, prior to opening of Red Sleep drive, assist contractor applying dust-control chemicals on the tour road in the National Bison Range by preparing the road surface and controlling traffic during application of the chemicals.
- d. During August and September, mow vegetation in Lake County WPA parking areas, and in other areas designated by Refuge Manager for duck banding or pre-suppression.
- e. Move bison into designated areas prior to roundup.
- f. Move bison into the corrals and through the corral and chute system efficiently and humanely.
- g. Husband surplus bison in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.
- h. Winterize irrigation system on Refuge, including pumps.

8. General and As Needed Maintenance.

- a. As generated, haul large non-recyclable debris to Lake County transfer station or landfill.
- b. As generated, place authorized burnable debris on the burn pile of the National Bison Range.
- c. As necessary or directed by the Refuge Manager, herd bison by horseback. Upon request, in addition to herding by horseback, the Refuge Manager may authorize the use of an ATV or Jeep.
- d. As necessary following a storm or other unusual event, grade the public use roads within the National Bison Range.



- e. As directed by the Refuge Manager, assist with big game removal.
- f. As scheduled by the Refuge Manager, paint facilities, signs, posts, and rail fences.
- g. Respond to emergencies as provided in section 15 of this AFA, working in coordination with staff from all other programs..
- h. Remove fallen rocks from the public use and management roads on the National Bison Range, including the High Point, Tower Two, Tower Three, and boundary roads.
- i. As the need arises, recommend that the Refuge Manager rehabilitate, replace, or remove any item of Real Property.
- j. Haul and store weed-free certified hay in the horse barn loft on the National Bison Range.
- k. Setup and remove facilities used for special events authorized by the Refuge Manager.
- l. Promptly after a storm, remove storm-generated debris from roads, parking areas, trails, and public use areas in the physical area covered by this AFA.
- m. During and after each snowfall greater than two inches, remove snow from and, as appropriate, sand sidewalks, parking areas, all paved roads on the National Bison Range, the Winter tour drive to the winter turnaround, the road to the Slaughterhouse and corrals, the road to the shop the unpaved road on the National Bison Range from the bunkhouse to the visitor center, and other roads as designated by the Refuge Manager.
- n. As needed, repair fencing on the physical area covered by this AFA to prevent the escape of bison and facilitate the grazing rotation program.
- o. As directed by the Refuge Manager, apply herbicide on approximately 300 acres annually, utilizing ground application equipment, to control invasive weeds. Submit to the Refuge Manager a report documenting rate and location of herbicide application.
- p. As directed by the Refuge Manager, mechanically control invasive weeds on approximately 40 acres. . Submit to the Refuge Manager a report documenting nature, extent, and location of mechanical control.



q. As directed by the Refuge Manager for habitat management purposes, till or otherwise prepare lands for seeding in the physical area covered by this AFA. On the prepared lands, sow the seeds of native plant species or approved dense nesting cover species. Weed and otherwise tend the seeded areas.

r. Manipulate water levels using water control structures in the physical area covered by this AFA, including WPAs, Ninepipe NWR and Pablo NWR and Ducks Unlimited units.

s. Develop and maintain springs, tanks and other water sources at NBR for bison use.

t. Assist with an annual public horseback trail ride.

u. Assist with 2-way radio system maintenance and testing.

v. Ensure that all trails and fireguards are maintained and are free of debris and low-hanging limbs.

w. Ensure that all signs are in good repair and are maintained or replaced as needed.

x. Bury carcasses sampled for disease testing as designated by Refuge Manager.

y. Assist Refuge Manager with removing from the physical area covered by this AFA, dead ungulates and other live or dead wildlife.

z. Cut, pile or remove trees for habitat improvement.

9. *Cleaning Contract.* Commencing on the day after the end date of existing Order for Supplies or Services, Order No. 601813P226, Requisition Reference No. RW034504, Name of Consignee: U.S. Fish and Wildlife Service, Date of Order: May 14, 2003, clean the office, office annex, and visitor center at the National Bison Range to the specifications set out in that Order.

Remove trash from Visitor Center, Headquarters, annex offices and restrooms.



Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.

E. Visitor Services

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.

Purpose: Provide visitor services associated with operation of the visitor center and environmental education programs at the National Bison Range, Ninepipe NWR, Pablo NWR and WPAs in the physical area covered by this AFA.

Objective: Foster an understanding, appreciation, and stewardship of the National Wildlife Refuge System, the National Bison Range Complex, and the local ecosystem through quality environmental education and interpretation, and knowledgeable information.

Methods: To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.

Activities: 1. *Public Contact and Safety*

- a. During the hours designated by the Refuge Manager, staff the visitor center. At all times during those hours, at least one member of the visitor center staff must be certified to administer first aid and CPR, and at least one member of the visitor services staff must be certified as a first responder.
- b. Receive, and offer assistance to, all persons who enter the visitor center.
- c. Courteously provide to all persons who enter the visitor center and all telephone callers, accurate oral and written information concerning the National Bison Range Complex, the National Wildlife Refuge System, the FWS, and other related topics as approved by the Refuge Manager.
- d. Coordinate with the Refuge Manager, to ensure that the visitor center is secured outside working hours.
- e. Perform radio dispatch in support of all operations of the NBRC.
- f. In May or June, conduct two first aid and CPR training classes for NBRC staff.



- g. Inventory first aid and CPR supplies for the NBRC, and recommend to the Refuge Manager appropriate replenishment.
- h. Assist with scheduling school and other environmental education programs for the visitor center, day use area, and bison roundup.
- i. Assist the Refuge Manager with planning and conducting environmental education workshops and public presentations.
- j. During the annual bison roundup at the National Bison Range, provide visitor services support for visitors including the general public and school groups, and related to functions including parking, accessibility, crowd management, environmental education, visitor orientation, and video presentations.
- k. Upon receiving a visitor report of apparently ill or injured animals, ask for detailed information including species, sex description and location of animals and immediately report to Refuge Manager.

2. Information and Educational Materials

- a. Maintain the environmental education library at the NBRC.
- b. Maintain and, as needed, resupply environmental education kits and supplies at the National Bison Range Complex.
- c. Assist the Refuge Manager with preparing handouts, brochures, displays, and other public information materials.
- d. Assist the Refuge Manager with maintaining the Internet Website of the National Bison Range.

3. General Visitor Services

- a. Assist with maintaining and expanding, in both physical and electronic form, the existing photo file at the National Bison Range, including entry into an established FWS photo library database.
- b. Assist with preparing grant applications to enhance visitor services program activities.
- c. As directed by the Refuge Manager, in the absence of an available FWS Employee and in lieu of other duties, close the auto tour route and nature trails and, as necessary, assist remaining visitors, remove litter, and inform the Refuge Manager of any unusual conditions.



d. Clean the Visitor Center public restrooms daily between May 1 – October 1 (peak use periods).

e. Assist with general data entry (such as various bird survey data) as prioritized by the Refuge Manager.

f. Daily and as needed, inspect and, as necessary, spot clean the National Bison Range visitor center and office, including dusting and maintaining displays, changing light bulbs in display cases and cleaning and maintaining Audio/Visual equipment, and replenish Visitor Center public restroom supplies.

g. Setup and remove facilities used for special events authorized by the Refuge Manager.

Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.

F. Emergencies

NWR Liaison: Refuge Manager, 406-644-2211, Ext. 204.

Purpose: Provide for the CSKT to participate with the FWS in responding to emergencies in accordance with section 15 of the AFA.

Objective: To provide the FWS with sufficient personnel and equipment to timely and effectively respond to an emergency within the physical area covered by this AFA.

Methods: To be performed in accordance with all applicable Operational Standards and terms and conditions of this AFA.

Activities: Participate with the FWS in responding to emergencies in accordance with section 15 of the AFA.

Timeline: As specified in this AFA and discussed by the Refuge Manager and the Coordinator at weekly meetings, or as otherwise agreed upon by the Refuge Manager and the Coordinator.



**FISCAL YEAR 2005 ANNUAL FUNDING AGREEMENT
BETWEEN THE
UNITED STATES FISH AND WILDLIFE SERVICE
AND THE
CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD RESERVATION**

**ATTACHMENT B
CONSIDERATION**

FY 05

Activity	IPA Employee(s)	Personnel Direct Costs	Non-Personnel Direct Costs	Total Direct Costs
Management	NA	\$65,858 (A)	NA	\$
Biological Program	transferred	\$54,431 (B)	NA	\$
Fire Program	NA	\$24,645 (C)	NA	\$
Maintenance Program	(?)	\$22,963 (D) + # Non-IPA salary/benefits = up to \$133,253	\$3725 + Pro-rated portion of \$2,750 (F)	\$
Visitor Services	(?)	# Non-IPA up to \$54,784 (E)	NA	\$
			Grand Total	\$

Footnotes:

1. NA means not applicable.
2. All salaries and benefits are for positions in the physical area covered by this AFA, using current Federal salary tables for that area.
3. (?) denotes names of IPA Employees.



- (A) GS-11/1 (\$50,660) + 30% (\$15,198) benefits = \$65,858
- (B) GS-9/1 (\$41,870) + 30% (\$12,561) benefits = \$54,431
- (C) $\frac{1}{2}$ (GS-7/1 (\$34,228) + 44% (\$15,061) benefits) = \$24,645
- (D)* $\frac{1}{2}$ (WG-7/1 (\$35,328) + 30% (\$10,598) benefits) for each incumbent WG-7 maintenance employee (3) who is not an IPA Employee, + $\frac{1}{2}$ (WG-8/1 (\$37,688) + 30% (\$11,306) benefits) for the incumbent WG-8 maintenance worker if he is not an IPA employee, + $\frac{1}{2}$ (WG-7/1 (\$35,328) + 30% (\$10,598) benefits) = ranges from \$22,963 up to \$116,349
- (E)* $\frac{1}{2}$ (GS-5/4 (\$30,399) + 30% (\$9,120) benefits) + $\frac{1}{2}$ (GS-3/1 (\$22,001) + 30% (\$6,600) benefits), as applicable, for each corresponding incumbent visitor services employee who is not an IPA employee, + $\frac{1}{2}$ (GS-3/1 (\$22,001) + 30% (\$6,600) benefits) = \$48,361
- (F) 5/12 of the consideration paid by the FWS during FY 2004/2005 under existing Order for Supplies or Services, Order No. 601813P226, Requisition Reference No. RW034504, Name of Consignee: U.S. Fish and Wildlife Service, Date of Order: May 14, 2003, (annual \$8,940) 5/12 of contract \$3,725 + \$ 2,750.00 for farrier services = \$6,475
- (G) Notwithstanding the funding amounts listed on the chart or the footnotes of this Attachment, in accordance with Section 12.A.2.a of this AFA, if an Affected Federal Employee chooses to become a CSKT Employee under Section 11.E.3.b or 11.E.3.c, the FWS will transfer to the CSKT the funding up to, but not to exceed, the Affected Federal Employee's existing salary and benefits level, as long as the CSKT also provides the same salary and benefits levels to that specific Affected Federal Employee, and documents these payments to the FWS.

* Total to be determined after Affected Employees choose an option under Section 11.E of this AFA.

ITEM	DESCRIPTION	BRAND	MODEL	PROP NO	COND	COST	CSKT	CSKT/FWS	LOCATION
AIR COMPRESSOR		INGERSOLL RAND	SER 4048989		NEW			X	
ATV	6X6, GREEN 2001	POLARIS SPORTSMAN	A01CL50AA	662562	GOOD	\$4,549.00	X		
ATV	4-WHEELER/MAN TRANS	ARCTIC CAT/M7116	A2001ATM4BUSG	662555	GOOD	\$5,700.00	X		
BACKHOE		CATERPILLAR	416C	662378	FAIR	\$62,085.00		X	
BINOCULARS	8X30	BUSHNELL	NATURE VIEW	662416	FAIR	\$79.00	X		Darren
BINOCULARS	8 X 24	B & L	LEGACY	662418	FAIR	\$79.00		X	Locker
BINOCULARS	8 X 24	B & L	12-8240	662433	FAIR	\$79.00		X	Locker
BINOCULARS	8 X 30	BUSHNELL	NATURE VIEW	662417	GOOD	\$79.00		X	Locker
BINOCULARS	8X30	BUSHNELL	NATUREVIEW	662367	GOOD	\$169.00		X	Public Use
BINOCULARS	7X26W/ZOOM 20 TO 45	B & L	CUSTOM BIRD	662430	GOOD	\$230.00		X	NBR
BINOCULARS	10 X 25		120	662365	FAIR	L/F		X	Public Use
BINOCULARS	8X30	BUSHNELL		662570	GOOD	\$75.00		X	Locker
BINOCULARS	8 X 24	B & L	12-8240	662434	GOOD	\$79.00	X		
BLADE	BRUSH BLADE FOR CATAPILLER	RHINO	1540-14358		NEW	\$3,750.00	X		
CAMERA	CAMERA, DIGITAL	KODAK	DC120ZOOM	662366	FAIR	\$610.00	X		
CAMERA	DIGITAL	SONY	MVC-CD400	662575	GOOD	\$768.00		X	
CHUTE	DUAL EXIT BUFFAL	THORSON	SCR 8493	618989	FAIR	\$2,360.00	X		
CHUTE	CALVES/500 LB	THORSON	CALF	618990	FAIR	\$600.00	X		
COMPUTER		DELL POCKET PC	DELL		NEW		X		
COMPUTER		DELL POCKET PC	AXIMX5		NEW		X		
COMPUTER	DESKTOP/PC	DELL	OPTIPLEX GX270	690125	GOOD	\$1,197.09	X		Trailer
COMPUTER	DESKTOP/PC	DELL	OPTIPLEX GS270	668210	GOOD	\$1,102.46	X		Terri
COMPUTER	DESKTOP/PC	DELL	PRECISION 330	662551	FAIR	\$2,383.00	X		Trailer
COMPUTER	LAPTOP	CDRW/DVD	SN 09349	690128	NEW	\$1,382.00	X		(Dave's)
DRIVER	POST DRIVER	SHAVER	HD10	618870	FAIR	\$1,455.00	X		
ELEVATOR	BALE ELEVATOR	MAY HAND			NEW		X		
FIREARM	RIFLE,30-30	WINCHESTER	94	145913	FAIR	\$34.00	X		
FIREARM	RIFLE/.338/SCOPE	RUGER	M77	654457	FAIR	\$400.00	X		
FORKLIFT	GAS	BAKER	FJF-040	662444	FAIR	\$13,000.00		X	
GPS		PHAROS GPS	IGPS-CF		NEW		X		
GPS		PHAROS GPS	IGPS-CF		NEW		X		
GPS	GPS UNIT W/SOFTWARE	TRIMBLE	GEOXT	690364	NEW	\$4,485.00		X	Lee
GRADER W/RIPPE	SNOWPLOW,125 HP	JOHN DEERE	670A	618801	FAIR	\$52,156.00	X		
HORSE	JET				GOOD	\$3,500.00	X		
HORSE	BUTTERMILK				GOOD	\$3,000.00	X		
HORSE	PAINT				GOOD	\$3,000.00	X		
HORSE	STREAK				GOOD	\$2,000.00		X	
HORSE	RUMMY				FAIR	\$2,000.00		X	
HORSE	BENNY				GOOD	\$3,000.00		X	

ITEM	DESCRIPTION	BRAND	MODEL	PROP NO	COND	COST	CSKT	CSKT/FWS	LOCATION
HUB	NETWORK	3COM	SUPER STACK	662411	FAIR	FROM RO		X	
JACK	10 TON AIR LIFT	BULLET	SER BLLF2375026		NEW			X	
LOADER	FRONT END/48"DEC	JOHN DEERE	544C	624690	FAIR	63,077	X		
MIXER	CEMENT	WORKMAN	350	662459	FAIR	\$2,495.00		X	
MONITOR	15" COLOR	DELL	TRINITRON	662390	FAIR	\$810.00	X		
MONITOR	19 INCH	DELL	TRINITRON	662550	GOOD	W/COMP	X		Trailer
MONITOR	17 INCH	DELL	MX	690126	GOOD	\$1,197.09	X		Trailer
MONITOR	17 INCH FLAT	DELL	MX	668213	GOOD	W/COMP	X		Terri
MOWER	SICLE/9FT	JOHN DEERE	JD350	618951	FAIR	\$1,963.00		X	
MOWER	RIDING	TORO	Z25626	662427	FAIR	\$7,796.00		X	
MOWER	RIDING	TORO	Z256E	662446	FAIR	\$8,826.39	X		
MV	PU/4X4/CYL8/51.2	I257982	DODGE - 1995	658230	FAIR	\$18,673.89	X		Brent
MV	TRUCK/DUMP/DSL	I149923	INTERNATIONAL - 1984	618884	FAIR	\$72,627.00		X	
MV	PU 4X4 WHITE	I265374	CHEVY - 2000	662422	GOOD	\$20,500.00	X		Tim
MV	PU/CUB/4X4/GAS/BLUE-FIRE	I150157	DODGE - 1988	618905	FAIR	\$12,314.00	X		
MV	UTILITY/SPORT	I259462	JEEP - 1996	658244	FAIR	\$17,478.00		X	
MV	PU 3/4 TON WHITE	I259580	DODGE - 1998	662377	FAIR	\$19688.00	X		Darren
MV	PU/4X2/6CY/WHITE	I150661	DODGE - 1992	618968	FAIR	\$8,545.58		X	#2
MV	TRK/DERRIRIGGER/F900	I108116	FORD - 2000	223802	GOOD	52,668.53		X	
MV	PU EXT CAB 4X4	I168051	CHEVY - 1993	673005	FAIR	\$18,213.83	X		
MV	PU 4X2 WHITE DAKOTA	I280949	DODGE - 2003	662590	GOOD	\$12,012.00	X		
MV	PU 6CYL/GVW6100/WHITE	I168123	CHEVY - 1993	673016	FAIR	\$13,012.93	X		Skip
PORPORTIONER	FIRE FIGHTING	FOAM/5GAL,	MN 500B	650100	FAIR	\$1,360.00	x		
PRINTER	LARGE FORMAT							X	Lee's office
PROJECTOR	OVERHEAD	DUKANE	28A4000	658237	GOOD	\$552.50	X		
PROJECTOR	MULTI MEDIA	NEC			GOOD	\$5,971.00		X	VC Theater
PUMP	FIREFIGHTING	WILDFIRE	MK 3 WP	662593	FAIR	\$2938.91	X		
PUMP	TRASH/2"	HOMELITE	121TP2	618957	FAIR	\$967.53		X	
PUMPER	SLIPON/300GL	WAJAX PACIFIC	2-902 BB-4	618981	FAIR	\$9,298.65	X		
RADIO	HANDHELD	RACAL	25	690144	EXCELLENT	\$2,853.00	X		Tim
RADIO	HANDHELD	RACAL	25	662596	EXCELLENT	\$2,853.00	X		Amy/Fire
RADIO	HANDHELD	RACAL	25	690138	EXCELLENT	\$2,853.00	X		Brent
RADIO	HANDHELD	RACAL	25	662451	EXCELLENT	\$2,853.00	X		Darren/Fire
RADIO	HANDHELD	RACAL	25	690120	EXCELLENT	\$2,853.00	X		Locker/Fire
RADIO	HANDHELD	RACAL	25	662597	EXCELLENT	\$2,853.00	X		Skip/Fire
RADIO	HANDHELD	RACAL	25	690119	EXCELLENT	\$2,853.00	X		Locker/Fire
RADIO	MOBILE	MOTOROLA	ASTRO	668223	EXCELLENT		X		#6-I257982
RADIO	MOBILE	MOTOROLA	ASTRO	668248	EXCELLENT			X	#17-I149923
RADIO	MOBILE	MOTOROLA	ASTRO	668293	EXCELLENT		X		#5-I265374

ITEM	DESCRIPTION	BRAND	MODEL	PROP NO	COND	COST	CSKT	CSKT/FWS	LOCATION
RADIO	MOBILE	MOTOROLA	ASTRO	668224	EXCELLENT		X		#19-I50157
RADIO	MOBILE	MOTOROLA	ASTRO	662352	GOOD	\$1,320.00		X	#15-I259462
RADIO	MOBILE	MOTOROLA	ASTRO	662351	GOOD	\$1,320.00	X		#8-I259580
RADIO	MOBILE	MOTOROLA	ASTRO	668225	EXCELLENT			X	#2-I50661
RADIO	MOBILE	MOTOROLA	ASTRO	668244	EXCELLENT		X		#14-I168051
RADIO	MOBILE	MOTOROLA	ASTRO	668249	EXCELLENT		X		#10-I280949
RADIO	MOBILE	MOTOROLA	ASTRO	690106	EXCELLENT		X		#11-I168123
RADIO	MOBILE	MOTOROLA	ASTRO	668231	EXCELLENT		X		Grader
RAKE	8' ROCK	RHINO	LR35-10094	668202	FAIR	\$800.00	X		
RAKE	ROCK/TRAILER TYP	HALL-PERRY	RA 70	154995	FAIR	\$900.00	X		
RAMMER	VIBRATOR, 4HP	WACKER	BS45Y	618980	GOOD	\$1,575.00		X	Partners
READER	MICROCHIP SCANNER	BIOMARK	SERIAL 5590	662406		\$2,870.00			
SADDLE	WESTRN/16.5"BASE	TWIST	ROUGHOUT	658223	GOOD	\$1,200.00			Darren
SADDLE	WESTERN RIDING	PHILIPS	16 INCH		GOOD	\$1,200.00	X		Skip
SADDLE	WESTERN RIDING	PHILIPS	16 INCH		GOOD	\$1,600.00	X		Brent
SADDLE	WESTERN RIDING	CIRCLE 4	ASSOCIATION		GOOD	\$1,000.00		X	
SADDLE	WESTERN RIDING	EARL TWIST	A FRAME		GOOD	\$1,250.00		X	Amy
SADDLE	WESTERN RIDING	EARL TWIST			GOOD	\$1,250.00	X		Tim
SADDLE	WESTERN RIDING	COLORADO		0-124	GOOD	\$750.00		X	
SADDLE	KEYSTONE	HEISER	(147067)	99	GOOD	\$750.00		X	
SAW	14"/MULTI-PURPOS	HOMELITE	XL-98D-TU050	618982	FAIR	\$525.00		X	
SAW	CIRCULAR 10'	DELTA	34450	146710	GOOD	\$299.00		X	
SAW	CHAIN	STIHL	44	662470	GOOD	\$479.00	X		
SAW	CHAIN	STIHL	012AV		POOR		X		
SAW	CHAIN	STIHL	44	662476	GOOD	\$479.00		X	
SAW	CHAIN	STIHL	44	662474	GOOD	\$479.00	X		
SAW	CHAIN, 2.97, 3.5 HP	STIHL	26	673001	FAIR	\$289.00	X		
SAW	CHAIN, 3.45, 4.1 HP	STIHL	34	673002	FAIR	\$320.00	X		
SAW	CHAIN	STIHL	44	662488	GOOD	\$472.00	X		
SAW	CHAIN	STIHL	21	662471	FAIR	N/A	X		
SEEDER	GRASS SEEDER	TRUAX	812	626596	FAIR	\$5,545.00		X	
SEEDER	GRASS SEED SPREADER	JD	SERIAL 181777		NEW	\$600.00		X	
SLIDE PROJECTOR	EKTAGRAPHIC	KODIAK	AF-1	618874	FAIR			X	VC Theater
SOUND SYSTEM	DIGITAL AUDIO	SONY	D75 100WX5		EXCELLENT	\$200.00		X	VC Theater
SPOTTING SCOPE	15-45X	NIKON		662569	GOOD	\$195.00		X	PU/Fee Locker
SPOTTING SCOPE	ZOOM 20-45X	BUSHNELL	SPACEMASTER	662440	GOOD			X	Binoc Locker
SPRAYER	HERBICIDE 300 GAL	KUKER		662467	FAIR	\$2,500.00	X		
SPRAYER	HERBICIDE ATV	CDAX		662468	FAIR	\$580.00	X		
SPREADER/SAND	8'		HENDERSON	662448	FAIR	\$3,100.00	X		

ITEM	DESCRIPTION	BRAND	MODEL	PROP NO	COND	COST	CSKT	CSKT/FWS	LOCATION
TELEVISION	BIG SCREEN	SAMSUNG	HDTV 1080		EXCELLENT	\$2,383.00		X	VC Theater
TELEVISION	PORTABLE	MITSUBISHI	CS20201		FAIR	\$200.00		X	VC
TIRE CHANGER	PNEUMATIC	PERFORMANCE	4000	662478	FAIR	2507.26		X	
TORCH	SMALL CUTTING TORCH						X		
TRACTOR	1996 JOHN DEERE	JOHN DEERE	5400	658243	FAIR	\$22,506.00		X	
TRACTOR,CRAWLR	RIPPER/BACKHOE/3	CATERPILLAR	D-4-D	618994	FAIR	\$13,198.00		X	
TRAILER	HORSE/18IN	TRAILMANN	LIVESTOCK	658221	FAIR	\$5,399.00		X	
TRAILER	6X12 ENCLOSED (RECYCLE)	PACE	JT612SA	668200	FAIR	\$2335.00		X	
TRAILER	16' LIVESTOCK	I276146	TRAILMANN - 2000	662577	FAIR	\$6,023.00		X	
TRAILER	TRAILER, UTILITY	DCT	610	662375	FAIR	\$1,099.00		X	
TRAILER	TRAILER,TANDEM	DCT	A16F	662373	FAIR	\$1,700.00		X	
TRAILER	TRAILER, FLATBED	CIRCLE D	24 FEET	658245	FAIR	\$6,475.00		X	
TRAILER	TRAILER, BOAT		EZT14	662370	FAIR	\$620.00		X	
TRAILER	TRAILER, BOAT		EZT14	662371	FAIR	\$620.00		X	
TRAILER	TRAILER, ATV	KARAVAN	KS2100100	662369	FAIR	\$795.00		X	
TRAILER	FLATBED (ATV)	BLACKFOOT	I 276000	662558	FAIR	\$1,595.00		X	
TRAILER	TILT	TRAIL KING	20T	662443	FAIR	\$20,550.00		X	
TRANSMITTER	1610 RADIO STATION	ISS		662571		\$1,990.00		X	VC
TRIMMER	MX7 ROTARY CUTTER	JD	SERIAL 14344052		NEW	\$2,750.00	X		
TRIMMER/GRASS	W/HONDA ENGINE	OUTBACK BRUSH	BC2401H	662475	GOOD	N/A	X		
TYPEWRITER	ELECTRNIC/MONITR	SWINTEC	2000	658224	FAIR	\$920.00		X	
VCR	TWIN DIGITAL	MITSUBISHI	HS-V20		GOOD	\$100.00		X	VC Theater
VCR	DOLBY STEREO	MAGNAVOX			GOOD	\$100.00		X	VC
VCR	OMNIVISION	PANASONIC			GOOD	\$100.00		X	VC
VIDEO SYSTEM	TOUCH SCREEN	FACTURA		662376	FAIR	\$8,500.00	X		
WASHER	POWER	HOTSY	770A	662477	FAIR	\$2,110.73		X	
WELDER	GENERATOR	MILLER	BOBCAT/225	662414	FAIR	\$2,358.00	X		
WELDER	ARC/230V/MIG PKG	LINCOLN	SP250	618978	FAIR	\$1,391.20		X	
WELDER	ARC,AC/DC,60CYCL	LINCOLN	250-250	607301	FAIR	\$583.20		X	
WELDER	ELECTRIC SMOKE EATER	LINCOLN	IM621-A		NEW			X	
WELDER	LAMP FOR SMOKE EATER	LINCOLN	IM626-A		NEW			X	
WELDER	FUME EXTRATION ARMS FOR SMOKE	LINCOLN	IM623-A		NEW			X	
WINDER,WIRE		PROTRACHT	UNK	662461	FAIR	\$580.00		X	